



PROTESTANT CHAPLAIN
Examination Announcement
California Department of Veterans Affairs

Open Examination for the Following Location(s):
Veterans Home of California – Barstow, Chula Vista, Fresno, Redding and West Los Angeles

Final Filing Date: Continuous Filing and Testing

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER	Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.
WHO SHOULD APPLY	Candidates who meet the minimum qualifications as stated below may apply for this examination. Once you have taken the examination, you may not reapply for twelve (12) months. All applicants must meet the education and/or experience requirements as stated on this examination announcement.
HOW TO APPLY	<p>The testing office will accept application continuously and will notify and test applicants on an as needed basis. Eligible lists will be merged.</p> <p>Submit an Examination Application (STD. 678) and a Supplemental Application to the address listed below:</p> <p style="text-align: center;">California Department of Veterans Affairs Attn: Protestant Chaplain Exam 1227 O Street, Room 404 Sacramento, CA 95814</p> <p>The Supplemental Application for Protestant Chaplain can be downloaded from the California Department of Veterans Affairs website at: www.calvet.ca.gov or copies may be obtained by calling (916) 653-2535, or by going to the address listed above.</p> <p>Submit applications only to address indicated above. Do not submit to the CA Department of Human Resources (CalHR).</p> <p>NOTE: Only applications with original signature will be accepted. Facsimiles (FAX) or emailed applications will not be accepted under any circumstance.</p>
APPLICATION REQUIREMENTS	<p>It is your responsibility to make sure you meet the education and/or experience requirements stated on this announcement on the date you submit your application. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required.</p> <p>All applicants must show their license number, title, and expiration date on their applications. Applications received without this information will be rejected.</p> <p>NOTE: All applications/resumes must include: “to” and “from” date (month/day/year); time base; and class title. College course information must include title, number of semester or quarter units, name of institution, completion dates, and degree (if applicable). Applications/resumes received without this information may be rejected.</p>
SALARY RANGE	\$3,894.00 - \$4,867.00
THE POSITION	Under direction, to provide spiritual and moral guidance to State institution residents; to conduct Protestant religious services; to provide pastoral care; to give instruction; and to do other related work.
SPECIAL PERSONAL CHARACTERISTICS	Demonstrated aptitude for working effectively with the socially abnormal; interest in the welfare and spiritual needs of institution residents; emotional stability; firmness; adaptability; patience; self-control; tact; neat personal appearance; good judgment in moral; ethical, and religious matters.

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MINIMUM QUALIFICATIONS	<p>Currently ordained, duly accredited by, and in good standing with a nationally recognized Protestant denomination. AND</p> <p>Education: Equivalent to graduation from college with a minimum of 12 semester units in counseling, psychology or a related field. AND</p> <p>Either one or a combination of the following:</p> <ol style="list-style-type: none">1. Completion of twelve months or four quarters of full-time resident clinical pastoral education certified by the Association for Clinical Pastoral Education. Or2. Completion of the equivalent of two years of full-time supervised clinical or field training in pastoral care, social work, psychology, counseling and guidance, or other related fields. (Full-time graduate study, beyond graduation from college if in counseling, psychology, or a related field may be substituted for a maximum of six months of the clinical pastoral education or one year of the supervised clinical or field training on the basis of one year of graduate study for three months of clinical pastoral education or one year of graduate study for six months of supervised clinical or field training.) AND <p>Experience: Two years of experience following ordination in one or a combination of the following:</p> <ol style="list-style-type: none">1. As a chaplain in the armed services, or in a public or private institution. or2. As either a minister or assistant minister of a church, or missionary. or3. As a minister in a specialized field such as church and community, counseling, guidance, or education. (Equivalent to graduation from an accredited theological seminary may be substituted for the required experience.)
KNOWLEDGE AND ABILITIES	<p>Scope of the Examination:</p> <p>Knowledge of:</p> <ol style="list-style-type: none">1. General knowledge of human development, particularly of aberrant behavior and the elements of emotional maturity in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home2. Basic knowledge of the purposes of mental and behavioral institutions in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home3. General knowledge of methods of rehabilitation in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home4. General knowledge of a geriatric population in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home5. Advanced knowledge of the military, veterans concerns and service organizations and their functions in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home <p>Ability to:</p> <ol style="list-style-type: none">1. Ability to provide protestant religious services and instruction in ethics, religion, and sacred music in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home2. Ability to counsel institution residents and their families on moral and ethical problems in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home3. Ability to establish rapport with residents from a variety of denominational backgrounds in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home4. Ability to analyze situations accurately in order to adopt an effective course of action5. Ability to serve a geriatric population in order to provide spiritual and moral guidance and pastoral care to residents at the Veterans Home

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EXAMINATION PLAN	<p>This examination will consist of Training and Experience Evaluation (supplemental application) weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the Supplemental Application. See the section titled “How to Apply” for information on where to obtain a copy of the supplemental application and other needed materials.</p> <p style="text-align: center;">Training and Experience – Weighted 100%</p> <p>Applicants who meet the “Minimum Qualifications” will have their supplemental application scored. If they pass the examination, they will be placed on the eligible list. Return of the supplemental application is mandatory. Candidates who do not return the completed supplemental application will be eliminated from this examination.</p>
SPECIAL TESTING ARRANGEMENTS	<p>If you have a disability and need special testing arrangements, mark the appropriate box on the “Examination Application”. You will be contacted to make special arrangements. If you have any questions, you may contact the CalVet Examination Unit at (916) 653-2535.</p>
VETERANS PREFERENCE POINTS / CAREER CREDITS	<p>Veterans Preference credits will not be granted in the examination as it does not meet the requirements to qualify for Veterans Preference credit. Career Credits will not be added to the final score of this examination.</p>
ELIGIBLE LIST INFORMATION	<p>The resulting eligible list will be used to fill vacancies at the Veterans Home in Barstow, Chula Vista, Fresno, Redding and West Los Angeles. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.</p>

General Information

For an examination with a written feature, it is the candidate's responsibility to contact **Human Resources in Sacramento, California, (916) 653-2535**, three days prior to the written test date if he/she has not received his/her notice of appointment.

For an examination without a written feature, it is the candidate's responsibility to contact **Human Resources in Sacramento, California, (916) 653-2535**, three weeks after the final filing date if he/she has not received his/her notice.

If a candidate's notice of oral interview or performance test fails to reach him/her 3 days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at www.jobs.ca.gov, local offices of the Employment Development Department and the testing department on this job bulletin.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The testing department reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

Candidates needing special testing arrangements due to a disability must mark the appropriate box on the application and/or contact the testing department at (916) 653-2535.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

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General Information, Continued

High School Equivalence is Required: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis. **NOTE: For peace officer classifications please refer to the testing department for special requirements.**

Veterans Preference Points: California Law (Government Code 18971-18978) allows the granting of Veterans Preference Points in Open entrance and Open, Non-Promotional entrance examinations. Veterans Preference Points will be added to the final score of all competitors who are successful in these types of examinations, and who qualify for and have requested these points by mail. **In Open (only) entrance examinations, Veterans Preference Points are granted as follows:** 10 points for veterans, widows, and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. **In Open, Non-Promotional entrance examinations, Veterans Preference Points are granted as follows:** 10 points for veterans and 15 points for disabled veterans. Employees who have achieved permanent State civil service status are not eligible to receive Veterans' Preference Points. Permanent State civil service status means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the CalHR. Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (STD. Form 1093) which is available at www.calhr.ca.gov and the Department of Veterans Affairs.

Career Credits: In open, non promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the state who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirement specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their service status in the appropriate section of the application Form 100-678.

Felony Disqualification: You are disqualified from being employed as a peace officer if: (1) You have been convicted of a felony in California or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in California; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. If you have been convicted of a felony, you may be allowed to participate in this examination if your conviction(s): (1) has/have been sealed under Penal Code Section 851.7, 851.8, 1203.45, or Health and Safety Code Section 11361.5; (2) has/have been expunged or is/are expugnable pursuant to Health and Safety Code Section 11361.5 regarding marijuana offenses; (3) was/were stipulated or designated to be a lesser included offense of marijuana possession under Health and Safety Code Section 11557 or 11366.

TTY is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device. **(916) 653-1966.** California Relay Service for Hearing Impaired Only **(800) 735-2929.**

It is an objective of the state of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

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